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ABSTRACT

Faculty salaries, rank, and tenure at Maryland public universities and colleges are compared to those at selected peer institutions in the United States, based on data from the National Center for Education Statistics' 1981-82 survey "Salaries, Tenure and Fringe Benefits of Full-Time Instructional Faculty" and 1976-77 reports prepared by the American Association of University Professors. Faculty of both 9-10 month and 11-12 month appointments are included. In 1981-82, average faculty salaries at Maryland public universities and four-year colleges were below average faculty salaries at peer institutions on all-ranks basis and, with two exceptions, on a by-rank basis. In most instances, Maryland institutions are relatively farther behind their peer institutions today than they were in academic year 1976-77. In Maryland, no cost-of-living increase was appropriated for the 1981-82 academic year. Average faculty salaries have not kept pace with inflation. While average faculty salaries at peer institutions also failed to keep pace with inflation, they increased 6.2 percent more than the average for Maryland institutions. A much smaller percent of the faculty at Maryland institutions hold the rank of professor and associate professor and a much larger percent hold the rank of assistant professor and instructor at the Maryland institutions as compared with peer institutions. With the exception of Morgan State University, Maryland institutions have a significantly lower percentage of faculty with tenure than do their peer institutions. Analyses are presented for the University of Maryland, Morgan State University, and St. Mary's College of Maryland. A list of peer institutions is appended. (SW)

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Faculty Salaries, Rank and Tenure at Maryland Public Universities and Four-Year Colleges Compared to Designated Peers Academic Years 1976-77 to 1981-82

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State Board for Higher Education
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July, 1982

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State of Maryland

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FOREWORD

The State Board for Higher Education has prepared this report concerning average faculty salaries, rank and tenure as part of an ongoing effort to provide information about the status of faculty at Maryland public higher education institutions. This report compares faculty and Maryland universities and four-year colleges to faculty at designated peer institutions from academic year 1976-77 through 1981-82. This report will be updated annually.

We appreciate the cooperation and assistance provided by the segments of higher education in Maryland. We are particularly grateful to Mr. Norman Brandt at the National Center for Education Statistics for providing us with the necessary data for peer institutions in advance of the usual publication dates. Sandra Allard of the Division of Finance and Facilities had primary responsibility for this report.

Sheldon H. Knorr
Commissioner

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I. Introduction

The ability to attract and retain highly qualified and competent faculty members is essential to the preservation and enhancement of quality in an institution of higher education. Because Maryland public universities and four-year colleges compete for faculty in the national market, it is important that salary levels and opportunities for promotion and tenure be competitive with those being offered by similar institutions across the country. In an effort to assess Maryland's competitive situation, the State Board for Higher Education (SBHE) has compared faculty salaries, rank, and tenure at Maryland public universities and colleges to those at selected peer institutions across the country. The results of this comparison are the subject of this report. This is the second in a series of SBHE reports concerning faculty salaries at Maryland public institutions.

The study is based upon data collected by the National Center for Educational Statistics (NCES) in its annual survey of "Salaries, Tenure and Fringe Benefits of Full-Time Instructional Faculty" (Form 2300-3). For 1976-77 through 1980-81 the data has been extracted from the reports prepared by the American Association of University Professors (AAUP). For 1981-82, the information has been taken directly from the NCES forms utilizing the same methodology used by AAUP to ensure comparability of data for the entire period of the study. The AAUP analysis of faculty salaries, tenure, and fringe benefits includes full-time instructional faculty holding only the ranks of professor, associate professor, assistant professor or instructor. Faculty on both 9-10 month and 11-12 month appointments are included. Salaries of 11-12 month faculty are converted to a standard academic year basis by applying a factor of 9/11.

The peer institutions used in this study were identified by the segments or, in the case of institutions under the Board of Trustees, are a randomly selected sample of institutions. The list of peer institutions used in the study is attached as Appendix A. Section II presents a summary of the results and Sections III - VI detail the findings for each segment.

II. Summary of Results

In 1981-82 average faculty salaries at Maryland public universities and four-year colleges were below average faculty salaries at peer institutions on an all-ranks basis, and with only two exceptions, on a by-rank basis. In most instances Maryland institutions were relatively farther behind their peer institutions today than they were in academic year 1976-77, the first year of this study. As can be seen in Table 1, in 1976-77 the all-ranks average salary for Maryland public universities and four-year colleges would have to be increased by 11.6 percent to reach the all ranks average for peer institutions. By 1981-82 a 16.6 percent increase would be required to reach the peer average.

The decrease in the competitive position of average faculty salaries at Maryland institutions compared to their peers in 1981-82 is in part the result of the fact that no cost-of-living increase was appropriated for the academic year. While average faculty salaries at Maryland institutions increased between one and three percent between 1980-81 and 1981-82, average faculty salaries for peer institutions increased between eight and ten percent. Between 1976-77 and 1980-81 there had been a gradual narrowing of the gap by rank in most instances. This was the result of cumulative percentage increases in average faculty salaries in Maryland that equalled or exceeded those at peer institutions (Table 2). In fact, institutions under the Board of Trustees of the State Universities and Colleges (BTSUC) had exceeded peer averages by rank and on an all-ranks basis by 1980-81. The net effect of the small increases in average salaries for 1981-82 at Maryland institutions was to erase most of the gains that had occurred in the previous four years.

Table 2 also indicates that average faculty salaries have not kept pace with inflation. The increase in the Consumer Price Index for the period of this

Table 1

All Ranks Average Faculty Salary
All Maryland Public Universities and Four-Year Colleges
and All Peers

	Maryland	Peers	Difference	
			Amount	Percent
1976-77	$18,100	$20,200	$(2,100)	(11.6)%
1977-78	19,600	21,400	(1,800)	(9.2)
1978-79	20,600	22,700	(2,100)	(10.2)
1979-80	22,200	24,800	(2,600)	(11.7)
1980-81	24,700	27,000	(2,300)	(9.3)
1981-82	25,300	29,500	(4,200)	(16.6)

Table 2

Comparison of Cumulative Percent Increase in
All Rank Average Faculty Salaries for
Maryland Public Universities and Four-Year Colleges and
Peers with Cumulative Percent Increase in CPI-U

	Maryland Cumulative Percent Increase	Peers Cumulative Percent Increase	CPI-U	CPI-U Cumulative Percent Increase
1976-77	- %	- %	172.6%	- %
1977-78	8.3	5.9	184.0	6.6
1978-79	13.8	12.4	199.3	15.5
1979-80	22.7	22.8	223.4	29.4
1980-81	36.5	33.7	251.7	45.8
1981-82	39.8	46.0	279.3	61.8

study was 61.8 percent. By comparison, the overall increase in all ranks average faculty salary for Maryland public universities and colleges was 39.8 percent. Average faculty salaries at peer institutions also failed to keep pace with inflation, but increased 46.0 percent, or 6.2 percent more than the average for Maryland institutions.

The distribution of faculty by rank at Maryland universities and four-year colleges is different than the distribution by rank found at peer institutions. A much smaller percent of the faculty at Maryland institutions hold the rank of professor and associate professor and a much larger percent hold the rank of assistant professor and instructor at the Maryland institutions as compared with the peer institutions. However, there has been a trend to increase percentages of faculty at the upper ranks at both Maryland and peer institutions through the period studied. The rank distribution at the Maryland institutions has been the result of conscious policy decisions at the segment level to restrict promotions to the upper ranks. This difference in rank structure has the effect of increasing the difference in average faculty salaries on an all ranks basis when Maryland institutions are compared to peers. The existing differences in rank structures may be lessened however, as segment policies change. BTSUC has already changed its policy with regard to the proportion of the faculty which may be in the upper ranks.

Maryland institutions also differ from peer institutions with regard to the proportion of the faculty holding tenure. With the exception of Morgan, Maryland institutions have a significantly lower percentage of faculty with tenure than do their peer institutions. In part, this is a reflection of the difference in rank distribution as well as conservative tenure policies. Faculty holding the rank of professor and associate professor are much more likely to have been awarded tenure than assistant professors or instructors.

At St. Mary's College, tenure is no longer being awarded so the percent holding tenure may be expected to continue to decline. For other institutions, the trend through the period of this study is an increase in the proportion of the faculty holding tenure.

III. UNIVERSITY OF MARYLAND

For 1981-82 the all-ranks average faculty salary at the University of Maryland would have to be increased by 19.9 percent to reach the average for its peer group. (See Table 3.) While the magnitude of the difference is accounted for in part by distribution of faculty among the ranks, average salaries at the University of Maryland are below those of peers at each rank with shortfalls ranging from 3.4 percent for associate professors to 8.8 percent for instructors. In all cases, the magnitude of the difference is greater than it was in 1976-77. This fact is striking because average faculty salaries by rank had improved significantly by academic year 1980-81 and actually exceeded peer averages at the ranks of associate and assistant professor.

This reversal of the general improvement was the result of the fact that no cost-of-living increase was appropriated for 1981-82. Thus, while average faculty salaries increased between three and four percent at the University of Maryland, in 1981-82 average salaries increased approximately 10 percent among peer institutions that year. The net effect was to erase previous progress and to demonstrate graphically the need for sustained support in any effort to improve faculty salaries relative to those offered by peer institutions.

The distribution of faculty among ranks at the University of Maryland is significantly different than the distribution at peer institutions. (See Table 4.) In 1976-77 approximately 53 percent of the faculty at the University of

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Note: For the University of Maryland and its peers, instructional faculty who teach preclinical and/or clinical medicine are excluded from the reports from which the data are drawn.

Maryland held the rank of professor or associate professor compared to more than 70 percent at peer institutions. By 1981-82 the proportion of faculty holding these two ranks had increased both at Maryland (to 58.5 percent) and at peer institutions (to 73.2 percent). However, at Maryland there was growth in both ranks whereas at peer institutions the growth has occurred at the rank of professor. In fact, among peer institutions, faculty members holding the rank of professor are approaching 50 percent of total faculty, while at the University of Maryland only 25.7 percent are full professors.

The difference in rank distribution between the University of Maryland and its peers appears to be the result of a policy decision to limit promotion to the upper two ranks based upon selective criteria in an effort to enhance the quality of the University. At the same time, the University has maintained that it must receive sufficient funds to pay faculty at rates that will attract and retain those who meet the standards. Through 1980-81 this combination of policies was effective in achieving competitive faculty salaries by rank compared to peer institutions, although the all ranks average continued to be low as the result of the differences in rank distribution. However, the 1981-82 budget erased this progress as noted earlier.

The University of Maryland is also significantly different from its peer group with regard to the percent of faculty holding tenure. (See Table 5.) In 1976-77 55.3 percent of faculty at the University of Maryland held tenure compared to 70.2 percent of faculty at peer institutions. By 1981-82 these percentages had increased to 61 percent at the University of Maryland and 73 percent at peer institutions. The fact that the University of Maryland has limited tenure and promotions should allow the institution somewhat greater flexibility than peer institutions to respond to shifts in demand for academic programs and to the development of new areas, as well as to possible retrenchment required by limited financial resources.

Table 3

University of Maryland and Peers

Comparison of Faculty Salaries by Rank
1976-77 through 1981-82

	U of Md	Peers	Difference Total	Difference % of (Col 1)
PROFESSOR				
1976-77	$25,600	$26,700	$(1,100)	(4.3)%
1977-78	27,400	28,200	(800)	(2.9)
1978-79	28,700	29,500	(800)	(2.8)
1979-80	30,700	32,300	(1,600)	(5.2)
1980-81	34,700	35,300	(600)	(1.7)
1981-82	35,600	38,600	(3,000)	(8.4)
ASSOCIATE PROFESSOR				
1976-77	$19,000	$19,100	$(100)	(.5)%
1977-78	20,300	20,300	0	0
1978-79	21,300	21,200	100	.5
1979-80	22,900	22,800	100	.4
1980-81	25,800	24,900	900	3.5
1981-82	26,500	27,400	(900)	(3.4)
ASSISTANT PROFESSOR				
1976-77	$15,600	$15,800	$(200)	(1.3)%
1977-78	16,700	16,600	100	.6
1978-79	17,200	17,400	(200)	(1.2)
1979-80	18,600	18,700	(100)	(.5)
1980-81	20,600	20,400	200	1.0
1981-82	21,300	22,700	(1,400)	(6.6)
INSTRUCTOR				
1976-77	$12,300	$12,400	$(100)	(.8)%
1977-78	12,700	13,100	(400)	(3.1)
1978-79	13,200	14,500	(1,300)	(9.8)
1979-80	14,400	14,800	(400)	(2.8)
1980-81	15,400	15,800	(400)	(2.6)
1981-82	15,800	17,200	(1,400)	(8.8)
ALL RANKS AVERAGE				
1976-77	$18,500	$21,300	$(2,800)	(15.1)%
1977-78	20,100	22,600	(2,500)	(12.4)
1978-79	21,000	23,900	(2,900)	(13.8)
1979-80	22,500	26,100	(3,600)	(16.0)
1980-81	25,200	28,500	(3,300)	(13.1)
1981-82	26,100	31,300	(5,200)	(19.9)

Source: AAUP 1976-77 through 1980-81
NCES 2300-3 for 1981-82

Table 4
University of Maryland and Peers
Comparison of Faculty Distribution by Rank

1976-77 through 1981-82

		University of Maryland	Peers
1976-77	Professor	23.1%	44.1%
	Associate Professor	29.7	26.1
	Assistant Professor	35.0	26.8
	Instructor	12.2	3.0
1977-78	Professor	25.0%	44.3%
	Associate Professor	30.9	26.1
	Assistant Professor	33.7	26.5
	Instructor	10.4	3.1
1978-79	Professor	24.9%	46.6%
	Associate Professor	32.2	25.7
	Assistant Professor	32.2	25.6
	Instructor	10.7	2.1
1979-80	Professor	24.8%	46.6%
	Associate Professor	31.4	26.0
	Assistant Professor	33.0	25.6
	Instructor	10.8	1.8
1980-81	Professor	25.5%	47.0%
	Associate Professor	32.0	26.2
	Assistant Professor	31.1	24.7
	Instructor	11.4	2.1
1981-82	Professor	25.7%	47.2%
	Associate Professor	32.8	26.0
	Assistant Professor	30.3	24.4
	Instructor	11.2	2.4

Source: AAUP 1976-77 through 1980-81
NECS 2300-3 for 1981-82

Table 5

University of Maryland and Peers

Percent of Faculty with Tenure

1976-77 through 1981-82

	University of Maryland	Peers
1976-1977	55.3%	70.2%
1977-1978	57.2%	71.1%
1978-1979	N/A*	N/A*
1979-1980	57.4%	72.7%
1980-1981	58.2%	73.3%
1981-1982	61.0%	73.0%

Source: AAUP 1976-77 through 1980-81
NCES 2300-3 for 1981-82

*AAUP did not report tenure data for 1978-79.

IV. STATE UNIVERSITIES AND COLLEGES UNDER THE BOARD OF TRUSTEES

The all-ranks average faculty salary at the institutions governed by the Board of Trustees of the State Universities and Colleges (BTSUC) was about $1,900 less than the average for their peer institutions in 1981-82. (See Table 6.) However, when compared on a rank-by-rank basis, average faculty salaries at BTSUC institutions in 1981-82 were roughly comparable to those at peer institutions. Average faculty salaries were slightly below those of peers at the ranks of professor and instructor and slightly above at the ranks of associate professor and assistant professor. As in the case with the University of Maryland, a difference in staffing patterns between BTSUC institutions and their peers appears to account for a significant part of the difference in all-ranks average salary.

While faculty salaries at BTSUC institutions appear to be generally competitive with those at peer institutions, it is important to note the decline in competitive advantage between 1980-81 and 1981-82. In 1980-81 average all-ranks salary at BTSUC institutions exceeded those of the peer group slightly (0.4 percent) and average salaries by rank significantly exceeded those of peers (from 5.1 percent to 11.7 percent above peers). From 1976-77 to 1980-81 the all-ranks average salary for BTSUC institutions increased at an average annual rate of 8.0 percent compared to 6.9 percent for the peer group. This resulted in the elimination of the gap in all-ranks average salaries. However, in 1981-82 the BTSUC all-ranks average salary increased only 1.5 percent while for peers the increase was 10 percent, thereby effectively eliminating the gains of the previous four years.

As in the case at the University of Maryland, the colleges and universities under BTSUC have a smaller proportion of faculty members at the upper ranks than

do their peers. (See Table 7.) The percentage of faculty holding the ranks of professor and associate professor at BTSUC institutions grew from 50.2 percent in 1976-77 to 51 percent in 1981-82, while at peer institutions the rate went from 61.6 percent to 68.3 percent. At BTSUC institutions there was growth at both ranks. At peer institutions faculty holding the rank of professor increased from 28.7 percent to 37.3 percent of the total, while faculty at the rank of associate professor decreased from 32.9 percent to 31.0 percent. Through most of the years of the study, BTSUC had a policy limiting to 50 percent the proportion of full-time faculty holding the ranks of professor and associate professor at any institution. However, effective 1981-82, that ceiling was increased to 65 percent. Under the new policy the rank distribution at BTSUC institutions may become more similar to its peer group over the next several years.

The tenure rate at the BTSUC institutions was 63.3 percent in 1976-77 compared with 70.7 percent at their peers. However, between 1976-77 and 1981-82, the percent of the BTSUC faculty with tenure increased to 69 percent while their peers increased to 72.6 percent. (See Table 8.) Unlike the University of Maryland, the tenure rate at BTSUC colleges and universities is only slightly lower than that at peer institutions.

Table 6

Board of Trustees of the State Universities and Colleges and Peers

Comparison of Faculty Salaries by Rank
1976-77 through 1981-82

	BTSUC	Peers	Difference Total	Difference % of (Col 1)
PROFESSOR				
1976-77	$22,800	$23,400	$(600)	(2.6)%
1977-78	25,200	24,400	800	3.2
1978-79	26,600	25,500	1,100	4.1
1979-80	28,700	28,200	500	1.7
1980-81	31,400	29,800	1,600	5.1
1981-82	31,500	32,200	(700)	(2.2)
ASSOCIATE PROFESSOR				
1976-77	$18,900	$18,700	$ 200	1.1 %
1977-78	20,500	19,600	900	4.4
1978-79	21,600	20,600	1,000	4.6
1979-80	23,500	22,400	1,100	4.7
1980-81	26,000	23,600	2,400	9.2
1981-82	26,200	25,800	400	1.5
ASSISTANT PROFESSOR				
1976-77	$15,500	$15,100	$ 400	2.6 %
1977-78	17,100	15,900	1,200	7.0
1978-79	18,000	16,800	1,200	6.7
1979-80	19,500	17,900	1,600	8.2
1980-81	21,400	18,900	2,500	11.7
1981-82	21,600	20,900	700	3.2
INSTRUCTOR				
1976-77	$12,800	$12,300	$ 500	3.9 %
1977-78	13,700	12,700	1,000	7.3
1978-79	14,300	13,400	900	6.3
1979-80	15,200	13,800	1,400	9.2
1980-81	16,300	14,900	1,400	8.6
1981-82	16,600	16,700	(100)	(.6)
ALL RANKS AVERAGE				
1976-77	$17,700	$18,400	$(700)	(4.0)%
1977-78	19,300	19,500	(200)	(1.0)
1978-79	20,400	20,600	(200)	(1.0)
1979-80	21,900	22,500	(600)	(2.7)
1980-81	24,100	24,000	100	.4
1981-82	24,500	26,400	(1,900)	(7.8)

Source: AAUP 1976-77 through 1980-81
NCES 2300-3 for 1981-82

Table 7

BTSUC Universities and Colleges and Peers

Comparison of Faculty Distribution by Rank

1976-77 through 1981-82

		BTSUC Institutions	Peers
1976-77	Professor	24.3%	28.7%
	Associate Professor	25.9	32.9
	Assistant Professor	33.8	30.5
	Instructor	16.0	7.9
1977-78	Professor	23.3%	30.8%
	Associate Professor	25.7	33.2
	Assistant Professor	34.1	28.6
	Instructor	16.9	7.4
1978-79	Professor	23.7%	32.6%
	Associate Professor	25.9	32.9
	Assistant Professor	34.6	27.1
	Instructor	15.8	7.4
1979-80	Professor	23.0%	33.3%
	Associate Professor	25.8	32.9
	Assistant Professor	35.0	26.3
	Instructor	16.2	7.5
1980-81	Professor	22.5%	35.5%
	Associate Professor	26.8	33.0
	Assistant Professor	35.3	24.9
	Instructor	15.4	6.6
1981-82	Professor	23.7%	37.3%
	Associate Professor	27.3	31.0
	Assistant Professor	34.9	25.5
	Instructor	14.1	6.2

Source: AAUP 1976-1977 through 1980-1981
NCES 2300-3 for 1981-1982

Table 8

BTSUC Institutions and Peers

Percent of Faculty with Tenure

1976-77 through 1981-82

	BTSUC	Peers
1976-1977	63.3%	70.7%
1977-1978	66.3%	70.6%
1978-1979	N/A*	N/A*
1979-1980	68.7%	70.7%
1980-1981	66.8%	73.7%
1981-1982	69.0%	72.6%

Source: AAUP 1976-77 through 1980-81
NCES 2300-3 for 1981-82

*AAUP did not report tenure data for 1978-79.

V. MORGAN STATE UNIVERSITY

As was the case with other segments, the average all-ranks faculty salary at Morgan State University was significantly below that of its peer group. (See Table 9.) However, the trends in average faculty salaries at Morgan, both by rank and for the all-ranks average, were quite different from the other segments. Between 1976-77 and 1981-82 the average salary paid Morgan faculty at each rank has consistently been below the average paid by its peers. Whereas in the other segments, average faculty salaries by rank were showing improvement compared to peers through 1980-81 average salaries at Morgan were less competitive at the ranks of professor and associate professor in 1980-81 than they had been in 1976-77 but were more competitive at the ranks of assistant professor and instructor. In 1980-81, the salaries of faculty at Morgan in the lower two ranks exceeded the average salaries paid by its peer institutions.

The distribution of faculty by rank at Morgan State University has shown some shift to the upper ranks during the period covered by this report. (See Table 10.) In 1976-77 faculty holding the rank of professor and associate professor constituted 47.1 percent of total faculty; in 1981-82 55.1 percent of the total faculty held these ranks. For the same period, the percent of faculty in the upper ranks at peer institutions increased from 52.8 percent to 64.4 percent. Like other Maryland segments, the rank structure at Morgan is somewhat lower than that of peers, but the differences are not as great as for other Maryland segments.

Unlike the other segments, a significantly higher proportion of Morgan faculty have tenure as compared with its peer group. (See Table 11.) While the percent of faculty holding tenure at peer institutions has increased from 53.4 percent to 65.0 percent during the period, the percent of faculty holding

tenure at Morgan has increased from 59.7 percent to 77.2 percent. For 1981-82 Morgan had the highest tenure rate among the Maryland four-year public segments. The increase in the tenure rate at Morgan is attributable in part to the fact that Morgan has reduced the numbers of its full-time faculty significantly during the period covered by this report.

Table 9

Morgan State University and Peers

Comparison of Faculty Salaries by Rank
1976-77 through 1981-82

	Morgan	Peers	Difference	
			Total	% of (Col 1)
PROFESSOR				
1976-77	$24,700	$24,800	$(100)	(.4)%
1977-78	25,200	26,300	(1,100)	(4.4)
1978-79	26,600	27,900	(1,300)	(4.9)
1979-80	28,200	29,900	(1,700)	(6.0)
1980-81	29,900	32,100	(2,200)	(7.4)
1981-82	31,200	34,200	(3,000)	(9.6)
ASSOCIATE PROFESSOR				
1976-77	$19,200	$18,800	$ 400	2.1 %
1977-78	19,700	19,900	(200)	(1.0)
1978-79	20,500	21,300	(800)	(3.9)
1979-80	22,100	22,700	(600)	(2.7)
1980-81	23,600	24,300	(700)	(3.0)
1981-82	24,800	25,900	(1,100)	(4.4)
ASSISTANT PROFESSOR				
1976-77	$15,200	$15,400	$(200)	(1.3)
1977-78	15,900	16,200	(300)	(1.9)
1978-79	17,200	17,300	(100)	(.6)
1979-80	18,200	18,300	(100)	(.5)
1980-81	20,200	19,300	(900)	4.5
1981-82	20,300	21,000	(700)	(3.4)
INSTRUCTOR				
1976-77	$11,500	$12,400	$(900)	(7.8)%
1977-78	12,600	12,900	(300)	(2.4)
1978-79	13,500	14,100	(600)	(4.4)
1979-80	14,600	14,900	(300)	(2.1)
1980-81	16,000	15,800	200	1.3
1981-82	16,300	17,200	(900)	(5.5)
ALL RANKS AVERAGE				
1976-77	$17,500	$18,100	$(600)	(3.4)%
1977-78	18,600	19,300	(700)	(3.8)
1978-79	19,700	21,100	(1,400)	(7.1)
1979-80	21,300	21,600	(300)	(1.4)
1980-81	23,800	24,500	(700)	(2.9)
1981-82	24,100	26,400	(2,300)	(9.5)

Source: AAUP 1976-77 through 1980-81
NCES 2300-3 for 1981-82

Table 10

Morgan State University and Peers

Comparison of Faculty Distribution by Rank

1976-77 through 1981-82

		Morgan State University	Peers
1976-77	Professor	21.8%	20.9%
	Associate Professor	25.3	31.9
	Assistant Professor	30.8	33.8
	Instructor	22.1	13.4
1977-78	Professor	25.1%	21.8%
	Associate Professor	25.4	33.0
	Assistant Professor	31.4	34.5
	Instructor	18.1	10.7
1978-79	Professor	24.3%	25.5%
	Associate Professor	25.6	33.6
	Assistant Professor	33.6	31.1
	Instructor	16.5	9.8
1979-80	Professor	25.2%	26.7%
	Associate Professor	28.2	33.4
	Assistant Professor	33.0	31.1
	Instructor	13.6	8.8
1980-81	Professor	32.6%	28.8%
	Associate Professor	26.1	35.2
	Assistant Professor	31.2	28.1
	Instructor	10.1	7.9
1981-82	Professor	26.4%	30.0%
	Associate Professor	28.7	34.4
	Assistant Professor	35.0	28.0
	Instructor	9.9	7.6

Source: AAUP 1976-77 through 1980-81
NCES 2300-3 for 1981-82

Table 11

Morgan State University and Peers

Percent of Faculty with Tenure

1976-77 through 1981-82

	Morgan State University	Peers
1976-1977	59.7%	53.4%
1977-1978	64.8%	55.5%
1978-1979	N/A*	N/A*
1979-1980	75.3%	62.2%
1980-1981	76.1%	63.0%
1981-1982	77.2%	65.0%

Source: AAUP 1976-77 through 1980-81
NCES 2300-3 for 1981-82

*AAUP did not report tenure data for 1978-79.

VI. ST. MARY'S COLLEGE OF MARYLAND

For 1981-82, an increase of nearly 23 percent would have been required to bring the all-ranks average faculty salary at St. Mary's College to the average of its peers. (See Table 12.) While the all-ranks average salary comparison had not improved between 1976-77 and 1980-81 there had been improvements in the competitiveness of average salaries by rank for professors and associate professors. Average salaries for assistant professors had stayed at or above the peer average from 1976-77 to 1980-81. Only average salaries for professors and instructors were below peers throughout the period and only instructors salaries deteriorated relative to peers. However, as was the case with the University of Maryland segment, the minimal increase (2.4 percent) in average faculty salaries between 1980-81 and 1981-82 compared to an average 10.5 percent increase at peer institutions erased all the progress that had been made in the preceeding four years. St. Mary's College average faculty salaries were relatively farther behind at all ranks in 1981-82 than they had been in 1976-77.

Like other segments, the distribution of faculty by rank at St. Mary's College is quite different from its peer group. (See Table 13.) In 1981-82 only 43.5 percent of the faculty at St. Mary's College held the rank of professor or associate professor compared to 60.8 percent at peer institutions. Contrary to the trend at most other institutions, St. Mary's College had a lower percentage of its faculty in these two ranks in 1981-82 than it did in 1976-77 when the proportion was 50.8 percent.

St. Mary's College is also quite different with regard to tenure rate compared with its peers. (See Table 14.) Only 18.8 percent of its faculty held tenure in 1981-82 compared to 62.2 percent at peer institutions. This low tenure rate is the result of a policy decision to discontinue the practice of awarding tenure at St. Mary's College.

Table 12

St. Mary's College of Maryland and Peers

Comparison of Faculty Salaries by Rank
1976-77 through 1981-82

	St. Mary's	Peers	Difference Total	Difference % of (Col 1)
PROFESSOR				
1976-77	$21,400	$23,700	$(2,300)	(10.7)%
1977-78	23,100	25,000	(1,900)	(8.2)
1978-79	23,900	26,500	(2,600)	(10.9)
1979-80	25,900	28,300	(2,400)	(9.3)
1980-81	29,100	31,200	(2,100)	(7.2)
1981-82	29,600	34,600	(5,000)	(16.9)
ASSOCIATE PROFESSOR				
1976-77	$17,900	$17,800	$ 100	0.6 %
1977-78	19,600	18,900	700	3.6
1978-79	20,600	19,900	700	3.4
1979-80	22,700	21,300	1,400	6.2
1980-81	24,700	23,300	1,400	5.7
1981-82	25,000	25,800	(800)	(3.2)
ASSISTANT PROFESSOR				
1976-77	$14,400	$14,000	$ 400	2.8 %
1977-78	15,700	14,800	900	5.7
1978-79	16,200	15,300	900	5.6
1979-80	17,600	16,600	1,000	5.7
1980-81	18,300	18,000	300	1.6
1981-82	18,300	20,100	(1,800)	(9.8)
INSTRUCTOR				
1976-77	$12,100	$12,200	$(100)	(.8)%
1977-78	12,200	12,700	(500)	(4.1)
1978-79	13,000	13,700	(700)	(5.4)
1979-80	14,200	14,900	(700)	(4.9)
1980-81	15,200	16,200	(1,000)	(6.6)
1981-82	14,900	17,400	(2,500)	(16.8)
ALL RANKS AVERAGE				
1976-77	$16,200	$17,900	$(1,700)	(10.5)%
1977-78	17,500	19,100	(1,600)	(9.1)
1978-79	18,000	20,100	(2,100)	(11.7)
1979-80	19,600	21,700	(2,100)	(10.7)
1980-81	21,000	23,900	(2,900)	(13.8)
1981-82	21,500	26,400	(4,900)	(22.8)

Source: AAUP 1976-77 through 1980-81
NCES 2300-3 for 1981-82

Table 13

St. Mary's College and Peers

Comparison of Faculty Distribution by Rank

1976-77 through 1981-82

		St. Mary's	Peers
1976-77	Professor	15.9%	31.5%
	Associate Professor	34.9	25.2
	Assistant Professor	27.0	36.1
	Instructor	22.2	7.2
1977-78	Professor	17.5%	33.2%
	Associate Professor	31.7	26.3
	Assistant Professor	30.2	33.7
	Instructor	20.6	6.8
1978-79	Professor	14.3%	32.3%
	Associate Professor	33.3	27.5
	Assistant Professor	28.6	35.3
	Instructor	23.8	4.9
1979-80	Professor	14.8%	33.3%
	Associate Professor	29.5	26.8
	Assistant Professor	34.4	35.3
	Instructor	21.3	4.6
1980-81	Professor	14.3%	34.4%
	Associate Professor	31.7	27.1
	Assistant Professor	38.1	32.4
	Instructor	15.9	6.1
1981-82	Professor	15.9%	34.0%
	Associate Professor	27.6	26.8
	Assistant Professor	44.9	31.2
	Instructor	11.6	8.0

Source: AAUP 1976-77 through 1980-81
NCES 2300-3 for 1981-82

Table 14

St. Mary's College and Peers

Percent of Faculty with Tenure

1976-77 through 1981-82

	St. Mary's	Peers
1976-1977	23.8%	58.9%
1977-1978	25.4%	60.9%
1978-1979	N/A*	N/A*
1979-1980	24.6%	62.0%
1980-1981	22.2%	63.7%
1981-1982	18.8%	62.2%

Source: AAUP 1976-77 through 1980-81
NCES 2300-3 for 1981-82

*AAUP did not report tenure data for 1978-79.

APPENDIX A

SELECTED PEER INSTITUTIONS FOR MARYLAND PUBLIC FOUR-YEAR
UNIVERSITIES AND COLLEGES
USED IN FACULTY SALARY STUDY

University of Maryland

University of California
- Berkeley
- Davis
- Hastings
- Irvine
- Los Angeles
- Riverside
- San Diego
- San Francisco
- Santa Barbara
- Santa Cruz

University of Illinois
- Urbana
- Chicago Circle
- Medical Center-Chicago

University of Michigan
- Ann Arbor
- Dearborn
- Flint

Michigan State University

University of Texas
- Austin
- Arlington
- Dallas
- El Paso
- Permian Basin
- San Antonio
- Tyler

Health Sciences
- Dallas
- Houston
- San Antonio
- Galveston

University of Wisconsin
- Madison
- Milwaukee

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Sangamon State University (Illinois)
Southern Connecticut State
State University of New York at Brockport
State University of New York at Buffalo
State UNiversity of New York at Cortland
State University of New York at Old Westbury
State University of New York at Utica-Rome
Western Kentucky University
Youngstown State University (Ohio)

St. Mary's College of Maryland

Franklin and Marshall College (Penn.)
Gettysburg College (Pennsylvania)
Haverford College (Pennsylvania)
Kalamazoo College (Michigan)
Kenyon College (Ohio)
Lafayette College (Pennsylvania)
Lake Forest College (Illinois)
Oberlin College (Ohio)
Swarthmore College (Pennsylvania)
Vassar College (New York)

Morgan State University

Chicago State University
Cleveland State University
North Carolina Central University
Northern Michigan University
State University of New York-Old Westbury
Texas Southern University
University of California-Riverside
University of Colorado-Denver
University of Delaware
University of the District of Columbia

APPENDIX B

Average Faculty Salaries by Rank
University of Maryland and Peers
1976-77

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
University of Maryland					
College Park	$25,600	$18,800	$15,400	$11,600	$18,991
Baltimore City	24,800	20,300	16,400	14,000	18,041
Eastern Shore	-	17,500	15,700	12,500	15,139
Baltimore County	26,200	18,600	15,200	12,400	17,349
University of Maryland Average	25,552	18,985	15,639	12,338	18,518
University of California	$27,900	$19,500	$16,100	$12,200	$22,777
Berkeley					
Davis					
Hastings		University of California			
Irvine		not reported by campus in			
Los Angeles		1976-1977.			
Riverside					
San Diego					
San Francisco					
Santa Barbara					
Santa Cruz					
University of Illinois					
Urbana-Champaign	$26,800	$18,800	$15,800	$11,000	$21,164
Medical Center	N/A	N/A	N/A	N/A	N/A
Chicago Circle	25,800	19,100	15,400	13,100	19,412
University of Michigan					
Ann Arbor	$28,000	$20,100	$16,300	$12,700	$23,328
Dearborn	22,700	17,800	14,200	14,000	17,081
Flint	22,600	18,200	15,600	14,000	17,754
Michigan State University	$24,800	$19,200	$15,900	$14,600	$21,045
University of Texas					
Austin	$27,100	$19,600	$16,100	$12,600	$20,943
Arlington	21,800	17,600	14,600	11,300	17,079
Dallas	26,800	19,200	15,500	13,400	18,092
El Paso	21,300	17,800	14,300	11,900	17,201
Health Sciences					
Dallas	N/A	N/A	N/A	N/A	N/A
Houston	N/A	N/A	N/A	N/A	N/A
San Antonio	N/A	N/A	N/A	N/A	N/A
Medical Branch-Galveston	N/A	N/A	N/A	N/A	N/A
Permian Basin	22,800	18,100	14,000	-	16,741
San Antonio	23,000	18,100	14,500	13,300	16,421
Tyler	N/A	N/A	N/A	N/A	N/A
University of Wisconsin					
Madison	$25,300	$18,100	$15,900	$12,300	$21,684
Milwaukee	25,000	18,500	15,800	13,400	19,428
Peer Average	$26,663	$19,104	$15,788	$12,401	$21,344

Source: AAUP

Average Faculty Salaries by Rank
University of Maryland and Peers
1977-78

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
University of Maryland					
College Park	$27,500	$20,200	$16,400	$12,200	$20,598
Baltimore City	26,800	21,500	17,500	13,500	19,233
Eastern Shore	-	18,880	15,800	13,400	15,838
Baltimore County	27,600	19,600	16,300	12,900	19,298
University of Maryland Average	27,427	20,279	16,662	12,667	20,058
University of California	$29,500	$20,600	$17,100	$11,400	$24,189
Berkeley					
Davis					
Hastings	34,400	-	-	-	34,400
Irvine					
Los Angeles					
Riverside					
San Diego		University of California			
San Francisco		not reported by campus in			
Santa Barbara		1977-78.			
Santa Cruz					
University of Illinois					
Urbana-Champaign	$28,200	$19,900	$16,600	$13,100	$22,919
Medical Center	28,000	22,000	16,800	13,300	18,766
Chicago Circle	27,400	20,000	16,100	13,800	20,623
University of Michigan					
Ann Arbor	$29,700	$21,300	$17,000	$13,400	$24,802
Dearborn	24,400	19,100	15,500	14,100	18,683
Flint	23,500	19,000	16,000	14,700	19,014
Michigan State University	$26,400	$20,700	$17,100	$15,000	$22,485
University of Texas					
Austin	$28,100	$20,300	$16,700	$12,900	$21,684
Arlington	23,900	19,500	15,600	12,100	18,653
Dallas	28,400	20,300	16,200	-	19,830
El Paso	23,200	19,400	15,400	13,100	18,393
Health Sciences					
Dallas	N/A	N/A	N/A	N/A	N/A
Houston	N/A	N/A	N/A	N/A	N/A
San Antonio	N/A	N/A	N/A	N/A	N/A
Medical Branch-Galveston	N/A	N/A	N/A	N/A	N/A
Permian Basin	23,800	18,500	14,900	-	17,795
San Antonio	23,800	19,100	15,100	13,300	16,936
Tyler	N/A	N/A	N/A	N/A	N/A
University of Wisconsin					
Madison	$26,700	$19,200	$16,600	$13,100	$22,912
Milwaukee	26,500	19,400	16,700	13,900	20,553
Peer Average	$28,185	$20,265	$16,637	$13,132	$22,590

Source: AAUP

Average Faculty Salaries by Rank
University of Maryland and Peers
1978-79

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
University of Maryland					
College Park	$28,700	$21,100	$17,000	$12,800	$21,397
Baltimore City	28,400	22,900	17,900	14,200	20,273
Eastern Shore	-	20,400	17,200	-	17,874
Baltimore County	29,100	20,600	17,000	13,100	20,174
University of Maryland Average	28,696	21,282	17,239	13,215	20,961
University of California					
Berkeley	$30,800	$20,800	$17,300	-	$26,785
Davis	27,700	20,400	16,600	-	23,212
Hastings	N/A	N/A	N/A	N/A	N/A
Irvine	29,100	20,400	16,600	-	23,528
Los Angeles	30,000	20,600	17,200	-	25,488
Riverside	28,100	20,300	16,400	-	23,480
San Diego	29,700	20,500	16,700	-	23,652
San Francisco	N/A	N/A	N/A	N/A	N/A
Santa Barbara	28,900	20,800	16,800	-	24,182
Santa Cruz	28,200	20,200	16,800	-	22,735
University of Illinois					
Urbana-Champaign	$30,400	$21,500	$18,100	$15,200	$24,864
Medical Center	30,200	23,300	18,300	15,400	20,778
Chicago Circle	29,300	21,500	17,400	15,000	22,360
University of Michigan					
Ann Arbor	$32,700	$23,200	$18,700	$14,900	$27,425
Dearborn	26,200	20,100	16,600	-	20,442
Flint	25,000	20,100	17,100	15,700	19,965
Michigan State University	$28,000	$21,800	$18,200	$15,200	$23,957
University of Texas					
Austin	$29,300	$21,000	$17,100	$13,200	$22,678
Arlington	25,100	20,000	16,200	12,200	19,452
Dallas	29,400	21,300	16,900	14,400	20,702
El Paso	25,000	21,100	16,900	14,400	20,125
Health Sciences					
Dallas	N/A	N/A	N/A	N/A	N/A
Houston	N/A	N/A	N/A	N/A	N/A
San Antonio	N/A	N/A	N/A	N/A	N/A
Medical Branch-Galveston	N/A	N/A	N/A	N/A	N/A
Permian Basin	23,900	18,300	15,400	-	18,049
San Antonio	24,100	19,400	15,500	13,800	17,658
Tyler	N/A	N/A	N/A	N/A	N/A
University of Wisconsin					
Madison	$28,400	$20,800	$17,500	$14,100	$24,638
Milwaukee	28,200	20,600	17,800	14,700	21,911
Peer Average	$29,471	$21,175	$17,390	$14,474	$23,933

Source: AAUP

Average Faculty Salaries by Rank
University of Maryland and Peers
1979-80

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
University of Maryland					
College Park	$30,500	$22,500	$18,100	$13,800	$22,781
Baltimore City	30,800	25,400	19,600	15,400	22,207
Eastern Shore	-	22,800	19,200	16,800	19,325
Baltimore County	32,000	22,400	18,300	14,100	21,932
University of Maryland Average	30,653	22,942	18,567	14,365	22,478
University of California					
Berkeley	$35,800	$23,500	$20,000	-	$31,063
Davis	32,700	23,300	19,200	-	26,989
Hastings	36,200	-	-	-	36,200
Irvine	33,700	23,200	18,900	-	27,297
Los Angeles	34,700	23,600	19,300	-	29,233
Riverside	32,600	23,000	18,300	-	26,813
San Diego	34,500	23,200	18,900	-	27,387
San Francisco	35,300	25,900	22,200	-	28,753
Santa Barbara	33,400	23,500	18,900	-	27,930
Santa Cruz	32,100	22,900	19,000	-	26,224
University of Illinois					
Urbana-Champaign	$32,700	$22,900	$19,500	$17,100	$26,718
Medical Center	31,700	23,400	18,900	15,000	21,153
Chicago Circle	31,100	23,000	18,500	16,000	23,910
University of Michigan					
Ann Arbor	$33,800	$24,100	$19,200	$14,600	$28,170
Dearborn	27,800	21,500	17,600	-	21,923
Flint	27,300	21,600	17,900	-	22,050
Michigan State University	29,900	23,100	19,300	16,500	25,521
University of Texas					
Austin	$31,000	$22,300	$17,900	$14,000	$24,101
Arlington	27,200	21,300	17,400	12,500	20,998
Dallas	32,700	22,200	17,600	-	22,134
El Paso	26,400	21,900	18,100	14,500	21,259
Health Sciences					
Dallas	N/A	N/A	N/A	N/A	N/A
Houston	N/A	N/A	N/A	N/A	N/A
San Antonio	N/A	N/A	N/A	N/A	N/A
Medical Branch-Galveston	N/A	N/A	N/A	N/A	N/A
Permian Basin	25,500	19,600	16,300	-	19,290
San Antonio	25,000	20,200	16,200	14,300	18,634
Tyler	23,000	19,100	16,500	-	19,327
University of Wisconsin					
Madison	$30,600	$22,300	$18,700	$15,000	$26,558
Milwaukee	30,700	22,300	18,700	15,600	23,688
Peer Average	$32,325	$22,837	$18,721	$14,811	$26,060

Source: AAUP

Average Faculty Salaries by Rank
University of Maryland and Peers
1980-81

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
University of Maryland	$34,500	$25,200	$20,100	$14,600	$25,200
College Park	36,600	28,900	22,000	16,700	25,200
Baltimore City	25,200	23,400	20,600	19,000	20,700
Eastern Shore	35,400	24,800	19,700	14,700	24,300
Baltimore County	34,718	25,700	20,585	15,422	25,241
University of Maryland Average					
University of California	$39,700	$25,900	$21,500	-	$33,500
Berkeley	36,300	25,200	20,900	-	29,100
Davis	41,100	-	-	-	38,200
Hastings	37,100	25,600	20,600	-	29,300
Irvine	38,500	25,800	21,200	-	30,900
Los Angeles	36,200	25,300	20,500	-	28,700
Riverside	38,100	25,500	21,200	-	31,000
San Diego	36,600	29,100	22,600	-	28,200
San Francisco	37,300	26,000	21,000	-	30,300
Santa Barbara	35,900	25,100	21,000	-	28,000
Santa Cruz					
University of Illinois	$35,500	24,700	21,300	18,200	28,900
Urbana-Champaign	34,000	24,800	20,500	16,500	23,000
Medical Center	33,900	25,000	20,300	17,700	26,000
Chicago Circle					
University of Michigan	$36,900	$27,100	$21,000	$16,100	$31,000
Ann Arbor	30,000	23,100	18,600	-	22,400
Dearborn	30,100	23,400	19,300	-	23,500
Flint					
Michigan State University	$32,500	$25,200	$21,300	$18,400	$28,000
University of Texas	$33,400	$23,500	$19,000	$14,600	$25,500
Austin	29,400	23,000	18,600	13,500	22,700
Arlington	32,200	23,400	18,500	15,800	23,600
Dallas	27,900	23,300	19,000	15,900	22,000
El Paso					
Health Sciences	34,446	22,337	19,882	15,916	19,901
Dallas	36,532	27,753	20,368	15,257	26,390
Houston	38,865	29,284	24,001	15,305	26,891
San Antonio	35,564	23,558	18,442	-	21,071
Medical Branch-Galveston	26,800	20,600	17,300	-	20,600
Permian Basin	27,500	21,900	17,600	-	19,600
San Antonio	24,000	19,300	16,900	-	20,300
Tyler					
University of Wisconsin	$32,800	$23,900	$20,300	$15,800	$28,400
Madison	33,400	24,300	20,100	18,000	25,700
Milwaukee					
Peer Average	$35,325	$24,878	$20,419	$15,833	$28,507

Source: AAUP

Average Faculty Salaries by Rank
University of Maryland and Peers
1981-82

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
University of Maryland					
College Park	$35,545	$26,054	$20,916	$15,118	$26,421
Baltimore City	37,260	30,289	22,110	16,881	26,009
Eastern Shore	25,742	24,516	21,615	19,151	22,253
Baltimore County	34,894	25,300	20,797	15,850	25,095
University of Maryland Average	35,588	26,524	21,251	15,821	26,057
University of California					
Berkeley	$42,701	$27,984	$23,126	$15,959	$36,834
Davis	38,716	26,602	22,304	-	31,955
Hastings	42,069	30,943	-	-	40,898
Irvine	39,895	27,288	22,544	-	32,871
Los Angeles	41,662	27,855	23,054	-	34,667
Riverside	39,067	26,858	21,624	-	32,110
San Diego	40,498	27,344	22,348	-	33,805
San Francisco	40,898	31,491	26,388	-	34,110
Santa Barbara	39,738	27,646	22,349	-	34,239
Santa Cruz	38,752	27,052	22,092	-	31,275
University of Illinois					
Urbana-Champaign	$38,626	$27,138	$23,164	$19,508	$31,759
Medical Center	37,852	26,788	22,048	17,666	25,285
Chicago Circle	37,302	27,450	23,310	18,800	29,021
University of Michigan					
Ann Arbor	$39,772	$28,424	$23,096	$16,747	$33,383
Dearborn	30,383	23,888	19,511	22,172	24,657
Flint	32,242	25,160	21,211	-	26,326
Michigan State University	$36,250	$27,981	$23,292	$16,021	$30,314
University of Texas					
Austin	$38,721	$27,591	$22,926	$16,850	$30,346
Arlington	34,227	26,089	20,723	15,705	26,143
Dallas	37,477	27,186	21,644	16,735	27,590
El Paso	32,377	27,142	21,797	18,136	26,229
Health Sciences					
Dallas	-	28,623	22,044	18,828	21,977
Houston	40,995	30,206	24,241	17,858	30,297
San Antonio	45,810	34,941	28,137	17,512	32,250
Medical Branch-Galveston	33,570	24,686	20,812	18,500	22,480
Permian Basin	29,981	24,100	19,966	-	24,062
San Antonio	33,207	26,794	20,503	19,657	24,856
Tyler	28,451	22,531	19,371	17,977	23,583
University of Wisconsin					
Madison	$35,305	$25,502	$21,950	$19,331	$31,269
Milwaukee	35,696	25,860	21,518	18,781	27,728
Peer Average	$38,570	$27,353	$22,686	$17,207	$31,277

Source: NCES 2300-3

Average Faculty Salaries by Rank

BTSUC Universities and Colleges and Peers

1976-77

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Bowie State College	$20,500	$19,900	$15,600	$12,300	$18,109
Coppin State College	22,700	18,900	15,600	12,800	16,790
Frostburg State College	23,900	18,600	16,000	13,000	17,722
Salisbury State College	23,800	18,400	15,100	12,400	17,107
Towson State University	23,600	19,000	15,600	13,100	18,098
University of Baltimore	21,500	18,500	14,900	-	17,912
BTSUC Average	$22,828	$18,899	$15,502	$12,819	$17,735
Bloomsburg State	$26,000	$21,000	$16,600	$12,400	$21,209
California State-Long Beach	25,100	19,100	15,600	14,000	21,323
California State-San Bernadino	24,600	19,100	15,500	-	18,417
Clarion State	26,200	21,200	16,800	12,700	21,280
Corpus Christi	N/A	N/A	N/A	N/A	N/A
Eastern Washington	20,200	17,000	14,600	-	17,517
Mankato State	20,900	17,700	15,500	12,900	17,438
Marshall University	20,200	16,800	14,100	11,500	15,521
Sangamon University	22,200	18,500	15,000	-	17,660
Southern Connecticut	21,400	17,900	15,000	13,000	16,812
SUNY-Brockport	23,900	18,100	15,000	11,700	17,793
SUNY-Buffalo	24,200	18,400	14,400	11,700	18,321
SUNY-Cortland	23,200	17,600	14,000	10,600	17,474
SUNY-Old Westbury	24,600	18,500	15,400	12,400	16,599
SUNY-Utica Rome	-	18,500	14,300	-	15,560
Western Kentucky	21,100	17,600	14,600	12,200	16,631
Youngstown State	24,400	20,300	16,800	13,100	19,138
Peer Average	$23,385	$18,663	$15,089	$12,302	$18,422

Source: AAUP

Average Faculty Salaries by Rank

BTSUC Universities and Colleges and Peers

1977-78

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Bowie State College	$26,000	$20,600	$17,800	$13,400	$19,957
Coppin State College	25,300	21,200	18,000	13,800	18,533
Frostburg State College	25,000	19,400	16,700	13,700	18,654
Salisbury State College	26,000	20,000	16,400	13,300	18,716
Towson State University	25,000	20,700	17,200	14,000	19,698
University of Baltimore	24,700	20,700	16,600	14,000	19,602
BTSUC Average	$25,223	$20,463	$17,088	$13,734	$19,279
Bloomsburg State	$26,000	$20,900	$16,600	$12,300	$21,065
California State-Long Beach	26,300	20,300	16,300	-	22,767
California State-San Bernadino	25,600	19,900	16,400	-	19,641
Clarion State	26,200	21,400	17,000	13,400	21,521
Corpus Christi	24,500	18,800	15,400	11,300	17,799
Eastern Washington	21,800	18,400	15,900	-	19,120
Mankato State	22,200	18,900	16,400	13,600	18,799
Marshall University	21,100	17,600	14,600	12,500	16,312
Sangamon University	23,300	19,600	15,900	-	18,987
Southern Connecticut	24,200	19,500	16,700	14,800	19,191
SUNY-Brockport	24,700	19,200	16,000	12,200	18,876
SUNY-Buffalo	24,700	19,200	15,300	12,400	19,212
SUNY-Cortland	23,500	18,400	14,900	10,900	18,236
SUNY-Old Westbury	24,600	19,100	15,800	12,400	17,044
SUNY-Utica Rome	-	18,000	14,700	-	16,114
Western Kentucky	22,200	18,600	15,600	12,100	17,667
Youngstown State	25,300	20,900	17,000	13,300	19,761
Peer Average	$24,443	$19,550	$15,939	$12,733	$19,524

Source: AAUP

Average Faculty Salaries by Rank

BTSUC Universities and Colleges and Peers

1978-79

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Bowie State College	$26,700	$21,900	$18,100	$14,200	$21,376
Coppin State College	26,300	21,800	18,200	14,500	20,077
Frostburg State College	25,800	20,200	17,000	14,100	19,212
Salisbury State College	27,500	21,300	17,600	13,900	19,463
Towson State University	26,500	22,100	18,600	14,600	20,903
University of Baltimore	27,100	21,800	17,300	-	21,050
BTSUC Average	$26,557	$21,616	$17,991	$14,304	$20,381
Bloomsburg State	$28,100	$22,800	$17,700	$13,300	$22,850
California State-Long Beach	26,400	20,600	16,400	-	23,170
California State-San Bernadino	25,600	19,900	16,300	-	19,834
Clarion State	28,100	22,900	18,200	14,300	22,931
Corpus Christi	25,300	19,300	16,000	-	18,978
Eastern Washington	22,400	18,700	16,200	11,900	19,458
Mankato State	23,900	20,000	17,200	14,100	20,011
Marshall University	22,500	19,200	15,700	12,900	17,671
Sangamon University	26,600	20,500	17,300	-	20,334
Southern Connecticut	25,800	21,000	18,000	15,700	20,945
SUNY-Brockport	26,600	20,900	17,400	13,300	20,468
SUNY-Buffalo	26,200	20,300	16,500	13,400	20,596
SUNY-Cortland	25,500	20,000	16,200	11,400	19,919
SUNY-Old Westbury	28,000	21,800	17,600	14,900	19,249
SUNY-Utica Rome	N/A	N/A	N/A	N/A	N/A
Western Kentucky	23,100	19,200	16,200	12,300	18,462
Youngstown State	25,600	21,600	17,400	13,300	20,145
Peer Average	$25,451	$20,559	$16,830	$13,358	$20,615

Source: AAUP

Average Faculty Salaries by Rank

BTSUC Universities and Colleges and Peers

1979-80

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Bowie State College	$29,100	$24,300	$18,600	$15,300	$22,437
Coppin State College	27,300	22,400	18,900	14,500	20,239
Frostburg State College	27,700	22,200	18,700	15,100	20,888
Salisbury State College	29,600	23,300	19,000	15,000	21,136
Towson State University	28,800	24,200	20,500	15,700	22,886
University of Baltimore	30,000	23,400	18,800	-	22,654
BTSUC Average	$28,720	$23,506	$19,454	$15,162	$21,938
Bloomsburg State	$30,000	$24,400	$18,800	$13,800	$24,420
California State-Long Beach	30,400	23,800	18,700	16,500	26,676
California State-San Bernadino	29,800	23,100	18,900	-	23,260
Clarion State	30,100	24,600	19,500	15,500	24,992
Corpus Christi	26,300	20,500	16,800	12,000	19,485
Eastern Washington	N/A	N/A	N/A	N/A	N/A
Mankato State	25,300	21,000	18,300	14,700	21,237
Marshall University	23,700	20,000	16,700	13,500	18,736
Sangamon University	27,300	22,000	18,500	-	21,452
Southern Connecticut	N/A	N/A	N/A	N/A	N/A
SUNY-Brockport	29,400	22,800	18,900	14,300	22,849
SUNY-Buffalo	28,400	22,300	17,700	14,500	22,282
SUNY-Cortland	27,300	21,700	17,700	11,900	21,543
SUNY-Old Westbury	26,000	19,900	15,200	12,800	17,359
SUNY-Utica Rome	-	21,700	16,800	-	18,496
Western Kentucky	24,100	19,800	16,500	13,000	19,397
Youngstown State	28,100	23,100	18,700	14,100	22,055
Peer Average	$28,199	$22,389	$17,915	$13,838	$22,501

Source: AAUP

Average Faculty Salaries by Rank

BTSUC Universities and Colleges and Peers

1980-81

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Bowie State College	$31,900	$26,500	$21,300	$16,900	$25,200
Coppin State College	29,600	24,900	20,200	15,100	21,900
Frostburg State College	29,700	24,400	20,200	16,300	22,600
Salisbury State College	32,100	25,400	20,900	16,300	22,900
Towson State University	31,600	26,700	22,200	17,000	24,600
University of Baltimore	33,400	26,900	22,300	-	26,500
BTSUC Average	$31,392	$26,001	$21,391	$16,320	$24,087
Bloomsburg State	$31,100	$25,700	$19,800	$14,200	$25,800
California State-Long Beach	33,500	26,400	20,700	18,400	29,700
California State-San Bernadino	32,900	25,500	20,900	-	26,000
Clarion State	31,500	25,700	20,700	16,500	26,200
Corpus Christi	27,900	21,300	17,500	13,700	20,900
Eastern Washington	26,800	23,100	19,400	-	24,100
Mankato State	N/A	N/A	N/A	N/A	N/A
Marshall University	24,700	21,000	17,700	14,500	19,900
Sangamon University	28,900	23,700	19,900	-	23,100
Southern Connecticut	29,700	23,600	20,500	17,500	24,300
SUNY-Brockport	28,800	22,400	18,800	13,900	22,400
SUNY-Buffalo	28,200	22,100	17,700	15,200	22,400
SUNY-Cortland	27,300	21,600	17,400	11,900	21,500
SUNY-Old Westbury	26,600	21,000	15,900	13,700	17,800
SUNY-Utica Rome	-	22,200	16,900	-	19,200
Western Kentucky	25,900	21,300	17,800	14,400	21,300
Youngstown State	29,900	25,000	20,100	15,300	23,900
Peer Average	$29,764	$23,556	$18,873	$14,883	$24,020

Source: AAUP

Average Faculty Salaries by Rank

BTSUC Universities and Colleges and Peers

1981-82

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Bowie State College	$32,048	$26,336	$21,490	$17,380	$25,521
Coppin State College	29,888	24,856	19,932	15,289	22,722
Frostburg State College	29,779	24,301	19,844	16,353	22,506
Salisbury State College	31,741	25,453	20,943	16,582	23,183
Towson State University	32,061	27,099	22,333	17,343	25,425
University of Baltimore	32,626	27,278	22,818	16,667	26,700
BTSUC Average	$31,481	$26,179	$21,575	$16,563	$24,475
Bloomsburg State	$33,434	$27,498	$21,107	$16,517	$27,438
California State-Long Beach	35,647	27,902	21,915	19,606	31,471
California State-San Bernadino	35,091	27,161	22,129	20,260	27,812
Clarion State	N/A	N/A	N/A	N/A	N/A
Corpus Christi	31,071	24,466	20,212	16,227	24,280
Eastern Washington	28,964	24,957	21,102	-	26,350
Mankato State	31,023	26,470	21,036	16,560	25.649
Marshall University	27,438	23,207	19,599	14,990	22,226
Sangamon University	29,957	25,862	21,612	-	25,035
Southern Connecticut	32,188	25,438	22,115	19,047	26,542
SUNY-Brockport	33,196	26,395	21,814	16,462	26,437
SUNY-Buffalo	32,177	25,082	20,745	17,191	26,112
SUNY-Cortland	31,494	24,899	19,865	14,568	25,083
SUNY-Old Westbury	31,621	24,725	18,423	16,554	20,886
SUNY-Utica Rome	29,470	26,432	18,677	18,168	21,437
Western Kentucky	28,359	23,288	19,657	16,010	23,725
Youngstown State	32,736	27,372	22,224	17,124	26,591
Peer Average	$32,244	$25,831	$20,882	$16,653	$26,393

Source: NCES 2300-3

Average Faculty Salaries by Rank

Morgan State University and Peers

1976-77

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Morgan State University	$24,700	$19,200	$15,200	$11,500	$17,462
Chicago State University	24,400	19,000	16,000	12,300	18,306
Cleveland State University	26,100	19,500	16,000	12,900	19,353
University of California-Riverside	N/A	N/A	N/A	N/A	N/A
University of Colorado-Denver	22,800	18,000	15,300	12,400	17,970
University of Delaware	27,600	19,900	15,500	12,900	19,845
University of District of Columbia	N/A	N/A	N/A	N/A	N/A
Northern Michigan University	21,800	16,900	14,800	11,700	16,212
SUNY-Old Westbury	24,600	18,500	15,400	12,400	16,593
North Carolina Central University	20,900	17,300	14,100	12,400	15,798
Texas Southern University	20,800	18,300	15,400	12,300	15,768
Peer Average	$24,824	$18,849	$15,429	$12,351	$18,072

Source: AAUP

Average Faculty Salaries by Rank

Morgan State University and Peers

1977-78

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Morgan State University	$25,200	$19,700	$15,900	$12,600	$18,602
Chicago State University	21,900	17,800	14,800	11,400	16,903
Cleveland State University	27,200	20,300	16,700	13,600	20,458
University of California-Riverside	N/A	N/A	N/A	N/A	N/A
University of Colorado-Denver	23,200	18,500	16,000	-	18,753
University of Delaware	29,600	20,800	16,100	13,600	21,273
University of District of Columbia	28,800	22,300	18,300	15,800	21,632
Northern Michigan University	22,600	17,700	14,800	12,400	17,297
SUNY-Old Westbury	24,600	19,100	15,800	12,400	17,044
North Carolina Central University	22,600	18,100	15,000	13,200	16,841
Texas Southern University	22,000	18,200	15,100	11,200	15,663
Peer Average	$26,340	$19,912	$16,223	$12,891	$19,290

Source: AAUP

Average Faculty Salaries by Rank

Morgan State University and Peers

1978-79

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Morgan State University	$26,600	$20,500	$17,200	$13,500	$19,715
Chicago State University	22,900	19,000	15,500	12,300	18,454
Cleveland State University	28,900	21,700	17,700	14,400	22,060
University of California-Riverside	28,100	20,300	16,400	-	23,480
University of Colorado-Denver	24,200	19,400	16,800	13,000	19,162
University of Delaware	31,400	22,200	17,100	14,200	22,884
University of District of Columbia	30,500	23,900	19,600	16,400	23,125
Northern Michigan University	24,400	18,900	16,000	13,300	18,802
SUNY-Old Westbury	28,000	21,800	17,600	14,900	19,249
North Carolina Central University	24,900	19,700	16,400	13,900	18,600
Texas Southern University	23,400	20,300	16,700	13,000	17,747
Peer Average	$27,943	$21,341	$17,324	$14,124	$21,070

Source: AAUP

Average Faculty Salaries by Rank

Morgan State University and Peers

1979-80

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Morgan State University	$28,200	$22,100	$18,200	$14,600	$21,328
Chicago State University	23,800	20,000	16,200	13,000	19,605
Cleveland State University	31,000	23,000	19,200	15,700	23,542
University of California-Riverside	32,600	23,000	18,300	-	26,813
University of Colorado-Denver	25,400	20,000	17,100	13,600	20,412
University of Delaware	33,600	23,500	17,900	14,800	24,322
University of District of Columbia	32,500	25,500	20,900	17,500	24,679
Northern Michigan University	25,900	20,400	17,400	14,700	20,688
SUNY-Old Westbury	26,000	19,900	15,200	12,800	17,359
North Carolina Central University	27,100	21,100	17,600	14,200	19,542
Texas Southern University	24,500	21,300	17,300	13,700	18,490
Peer Average	$29,881	$22,729	$18,317	$14,894	$22,575

Source: AAUP

Average Faculty Salaries by Rank

Morgan State University and Peers

1980-81

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Morgan State University	$29,900	$23,600	$20,200	$16,000	$23,800
Chicago State University	26,200	21,900	17,500	14,800	21,400
Cleveland State University	35,400	25,700	21,800	17,300	26,700
University of California-Riverside	36,200	25,300	20,500	-	28,700
University of Colorado-Denver	27,000	21,400	18,600	14,800	22,100
University of Delaware	35,900	24,900	19,100	16,200	25,200
University of District of Columbia	32,600	25,900	21,100	17,800	25,300
Northern Michigan University	27,200	21,900	18,800	15,700	22,200
SUNY-Old Westbury	26,600	21,000	15,900	13,700	17,800
North Carolina Central University	30,200	23,500	19,900	16,300	22,000
Texas Southern University	25,900	22,700	18,200	14,500	19,800
Peer Average	$32,054	$24,299	$19,342	$15,782	$24,462

Source: AAUP

Average Faculty Salaries by Rank

Morgan State University and Peers

1981-82

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Morgan State University	$31,208	$24,777	$20,278	$16,260	$24,059
Chicago State University	27,440	23,044	18,549	15,897	22,851
Cleveland State University	36,825	27,195	22,737	18,479	28,335
University of California-Riverside	39,067	26,858	21,624	-	32,110
University of Colorado-Denver	29,974	22,874	19,984	16,392	24,203
University of Delaware	38,448	26,992	20,854	17,742	28,663
University of District of Columbia	34,163	27,270	22,474	19,404	27,069
Northern Michigan University	28,756	23,061	20,238	16,511	23,571
SUNY-Old Westbury	31,621	24,725	18,383	16,554	20,870
North Carolina Central University	31,075	25,591	21,621	17,781	24,413
Texas Southern University	29,464	25,177	20,181	16,158	22,720
Peer Average	$34,170	$25,931	$21,011	$17,219	$26,368

Source: NCES 2300-3

Average Faculty Salaries by Rank

St. Mary's College and Peers

1976-77

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
St. Mary's College of Maryland	$21,400	$17,900	$14,400	$12,100	$16,222
Franklin and Marshall College	23,800	18,100	13,400	11,400	17,531
Gettysburg College	24,000	17,900	14,100	11,700	17,704
Haverford College	22,900	17,600	13,800	11,700	18,358
Kalamazoo College	23,500	18,000	14,000	-	18,578
Kenyon College	22,500	17,100	13,700	-	17,256
Lafayette College	25,100	18,700	14,600	13,500	17,681
Lake Forest College	23,900	17,800	13,600	11,800	17,451
Oberlin College	22,800	16,700	13,700	12,500	17,328
Swarthmore College	24,500	18,200	14,500	12,700	19,058
Vassar College	24,600	18,600	14,000	12,300	18,529
Peer Average	$23,742	$17,793	$13,984	$12,232	$17,885

Source: AAUP

Average Faculty Salaries by Rank

St. Mary's College and Peers

1977-78

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
St. Mary's College of Maryland	$23,100	$19,600	$15,700	$12,200	$17,508
Franklin and Marshall College	25,100	19,000	13,900	12,200	18,338
Gettysburg College	24,900	19,000	14,700	12,200	18,589
Haverford College	23,900	18,100	14,600	-	20,716
Kalamazoo College	24,500	19,500	14,800	12,400	19,013
Kenyon College	23,500	18,200	15,100	12,400	18,333
Lafayette College	26,500	19,600	15,500	14,200	18,738
Lake Forest College	24,400	18,800	14,300	12,600	17,833
Oberlin College	24,300	18,100	14,600	12,600	19,346
Swarthmore College	25,800	19,300	15,500	-	20,737
Vassar College	25,900	19,800	14,600	12,400	19,280
Peer Average	$24,959	$18,914	$14,783	$12,674	$19,102

Source: AAUP

Average Faculty Salaries by Rank

St. Mary's College and Peers

1978-79

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
St. Mary's College of Maryland	$23,900	$20,600	$16,200	$13,000	$18,005
Franklin and Marshall College	26,700	20,500	14,500	13,200	19,401
Gettysburg College	26,000	19,200	15,300	12,700	19,432
Haverford College	26,000	19,400	15,700	14,700	21,372
Kalamazoo College	26,500	20,800	15,400	-	21,043
Kenyon College	25,300	19,400	15,300	-	19,829
Lafayette College	28,100	20,300	16,400	15,800	19,938
Lake Forest College	25,800	20,000	15,000	13,000	18,891
Oberlin College	25,600	18,900	14,800	13,600	19,979
Swarthmore College	27,400	21,000	15,900	-	21,690
Vassar College	27,400	20,600	15,100	12,700	20,037
Peer Average	$26,516	$19,895	$15,329	$13,652	$20,117

Source: AAUP

Average Faculty Salaries by Rank

St. Mary's College and Peers

1979-80

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
St. Mary's College of Maryland	$25,900	$22,700	$17,600	$14,200	$19,605
Franklin and Marshall College	28,500	21,800	16,000	13,800	21,006
Gettysburg College	27,700	20,400	16,000	13,600	20,837
Haverford College	27,400	20,900	16,500	-	22,691
Kalamazoo College	28,300	22,100	17,000	-	22,978
Kenyon College	26,800	20,700	16,100	-	20,722
Lafayette College	30,300	22,200	18,100	17,400	21,599
Lake Forest College	22,700	21,200	16,200	14,300	20,293
Oberlin College	26,800	20,100	16,000	13,700	21,216
Swarthmore College	29,300	22,000	17,100	-	23,506
Vassar College	30,000	22,300	16,300	14,500	21,998
Peer Average	$28,287	$21,300	$16,563	$14,865	$21,656

Source: AAUP

Average Faculty Salaries by Rank

St. Mary's College and Peers

1980-81

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
St. Mary's College of Maryland	$29,100	$24,700	$18,300	$15,200	$21,000
Franklin and Marshall College	30,700	23,600	17,600	14,300	23,000
Gettysburg College	29,600	22,200	17,500	15,700	22,700
Haverford College	29,900	22,600	17,800	-	24,400
Kalamazoo College	30,000	23,500	18,100	18,000	24,100
Kenyon College	31,000	23,100	17,500	14,100	22,700
Lafayette College	32,700	23,900	19,600	17,900	23,400
Lake Forest College	29,500	23,100	17,600	-	23,100
Oberlin College	31,500	23,200	18,100	16,100	24,800
Swarthmore College	32,400	24,300	18,500	-	25,700
Vassar College	32,500	23,700	17,400	16,300	23,500
Peer Average	$31,206	$23,340	$18,022	$16,212	$23,886

Source: AAUP

Average Faculty Salaries by Rank

St. Mary's College and Peers

1981-82

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
St. Mary's College of Maryland	$29,568	$24,950	$18,333	$14,873	$21,545
Franklin and Marshall College	34,356	26,005	19,093	16,123	23,008
Gettysburg College	32,289	24,551	18,937	17,385	24,465
Haverford College	32,686	24,709	19,458	17,280	26,802
Kalamazoo College	32,845	24,943	19,084	19,264	26,551
Kenyon College	34,069	26,009	20,088	15,920	25,454
Lafayette College	36,124	26,163	21,495	19,667	25,772
Lake Forest College	32,226	25,816	20,268	17,155	25,558
Oberlin College	34,827	25,876	20,036	17,025	27,022
Swarthmore College	37,452	28,557	21,953	18,433	30,421
Vassar College	35,140	25,494	19,507	17,195	25,756
Peer Average	$34,556	$25,807	$20,078	$17,434	$26,355

Source: NCES 2300-3

APPENDIX C

APPENDIX C

COMPARISON OF AVERAGE FACULTY SALARIES BY RANK AT
MARYLAND PUBLIC UNIVERSITIES AND COLLEGES WITH
AAUP NATIONAL AVERAGES

Each year, the American Association of University Professors (AAUP) analyzes the faculty salary, tenure and fringe benefits data collected by the National Center for Education Statistics (NCES). The resulting annual report provides an overview of the economic status of instructional faculty and a framework within which individual institutions or groups of institutions can compare themselves to national norms.

The peers which are used for comparative purposes by SBHE have been selected because of similarities to Maryland colleges and universities over a range of institutional characteristics. The AAUP analysis is highly aggregated and therefore caution should be exercised in comparing Maryland institutions to these broad AAUP categories which include institutions which are extremely dissimilar to Maryland public universities and colleges. With this caveat in mind, it is nonetheless interesting to compare average salaries at Maryland institutions to national averages.

There are two analyses done by AAUP which are of particular interest in evaluating how average faculty salaries at Maryland public colleges and universities compare to national averages. One is deciles of distribution of average salary by category of institution, and the second is weighted average salaries by rank by category of institution. AAUP divides institutions into five categories, three of which are relevant to this discussion. Category I institutions are those which offer the doctorate degree and which have conferred 15 or more doctorates in at least three non-related disciplines during each of the previous three years. Category IIA consists of institutions awarding

degrees above the baccalaureate that are not included in Category I. Category IIB includes institutions which award only baccalaureate degrees. The University of Maryland campuses at College Park and Baltimore City are Category I institutions and St. Mary's College is a Category IIB institution. The other public colleges and universities in Maryland are classified as IIA.

The first group of tables (Tables I to III) shows the ranking of average salaries for each Maryland institution by faculty rank and by category. AAUP began publishing the decile distribution of average salaries in 1978-79 and at this writing the AAUP analyses are available only through 1980-81; therefore only three years of data are included. The estimated percentiles presented in these tables are derived from the AAUP decile distribution of average salaries by rank and by category for all institutions.

For some time it has been recommended that average faculty salaries at Maryland institutions should be approximately the 75th percentile in AAUP rankings. Using this benchmark for Category IIA and IIB Maryland institutions, it can be seen that average salaries by rank compare favorably to the national sample. In most instances, the average salaries fall at or above the 75th percentile of the national comparison group throughout the period. Even using the all-ranks average salary only two institutions are below the 66th percentile and only one falls below the median for 1980-81.

For the period reported, Category I institutions do not compare as favorably to the national sample. For 1980-81 UMAB exceeded the 75th percentile at each rank although the all-ranks average salary was below the median. However, the institution which has had the least success in reaching the 75th percentile benchmark is UMCP. BY 1980-81 only at the rank of associate professor had average salaries reached the 75th percentile with average salaries at the other ranks ranging from the 73rd down to the 19th percentile. The all-ranks average is also below the median. It is unlikely that the 1981-82 data will show any improvement at UMCP.

The second group of tables in this section shows average salaries by rank for each Maryland public university and college compared to the national average salary by rank for all institutions in their category from 1976-77 through 1980-81. The percent that average Maryland faculty salaries are above or below the national averages for the category are displayed with the average salary figures. While the precise percentages fluctuate somewhat during the period, average salaries by rank for Category IIA and IIB institutions equal or exceed national averages for the category in virtually all cases. The picture is somewhat more mixed when salaries are compared on an all ranks average basis, but this probably reflects differences in rank distribution of Maryland institutions rather than difference in average salaries. As noted earlier in this report, Maryland institutions have a relatively higher proportion of faculty holding the rank of assistant professor and instructor compared to peers. In no case, does a IIA or IIB institution display a consistent pattern of below average salaries at two or more ranks in a single year.

The status of the Category I institutions, the University of Maryland at College Park and at Baltimore, compared to national averages is similar to that of the Category IIA and IIB institutions. UMAB is below the national average at the rank of professor for the first three years of the study period, but exceeds the average for the category for each rank for the most recent two years. UMCP began the period at or below average at each rank but by 1980-81 exceeded the national average at all ranks but instructor. Both institutions remain below the national all-ranks average throughout the period but again most of this differential is attributable to differences in rank structure.

As noted earlier, the broad categories used by AAUP in developing national statistics contain very diverse groups of institutions and comparisons should be

made with caution. Nonetheless, these comparisons suggest that average salaries at Maryland public universities and colleges are generally competitive with national norms at most ranks and most institutions. The exception to this finding is UMCP where average salaries have not reached the 75th percentile compared to AAUP Category I institutions.

Table 1

AVERAGE SALARY PERCENTILE BY RANK

1978-79

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Category I					
University of Maryland College Park	64	53	51	23	N/A
University of Maryland At Baltimore	60	90	86	66	N/A
Category IIA					
Bowie State College	84	90	92	77	N/A
Coppin State College	82	89	92	84	N/A
Frostburg State College	78	73	78	76	N/A
Salisbury State College	89	86	87	71	N/A
Towson State University	83	91	95	86	N/A
University of Baltimore	87	89	83	-	N/A
Morgan State University	84	79	81	61	N/A
University of Maryland Baltimore County	95	80	78	49	N/A
University of Maryland Eastern Shore	-	77	81	-	N/A
Category IIB					
St. Mary's College	86	95	92	95	N/A

Table II

AVERAGE SALARY PERCENTILE BY RANK

1979-80

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Category I					
University of Maryland College Park	62	53	54	35	48
University of Maryland At Baltimore	65	94	90	77	38
Category IIA					
Bowie State College	86	94	82	79	82
Coppin State College	76	82	86	65	64
Frostburg State College	78	80	83	76	71
Salisbury State College	88	88	87	74	73
Towson State University	84	93	95	84	82
University of Baltimore	90	89	85	-	83
Morgan State University	81	79	77	67	74
University of Maryland Baltimore County	95	82	78	56	79
University of Maryland Eastern Shore	-	84	89	94	51
Category IIB					
St. Mary's College	88	95	93	81	86

Table III

AVERAGE SALARY PERCENTILE BY RANK

1980-81

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Category I					
University of Maryland College Park	73	75	61	19	49
University of Maryland At Baltimore	85	95	94	75	49
Category IIA					
Bowie State College	86	94	91	87	84
Coppin State College	74	83	79	52	58
Frostburg State College	78	80	79	75	66
Salisbury State College	87	87	88	75	68
Towson State University	85	94	94	84	82
University of Baltimore	93	95	95	-	90
Morgan State University	76	72	79	70	77
University of Maryland Baltimore County	95	83	72	41	81
University of Maryland Eastern Shore	37	69	84	95	44
Category IIB					
St. Mary's College	89	95	87	77	76

Table IV
COMPARISON OF WEIGHTED AVERAGE SALARIES BY RANK AND CATEGORY
MARYLAND PUBLIC UNIVERSITIES AND COLLEGES AND NATIONAL AVERAGES

1976-77

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Category I					
AAUP Average All Institutions	$25,670	$18,890	$15,400	$12,150	$19,630
University of Maryland College Park	25,600	18,800	15,400	11,600	18,991
%	(.3)	(.5)	0	(4.5)	(3.3)
University of Maryland At Baltimore	24,800	20,300	16,400	14,000	18,041
%	(3.4)	7.5	6.5	15.2	(8.1)
Category IIA					
AAUP Average All Institutions	22,580	17,980	14,770	11,190	17,400
Bowie State College	20,500	19,900	15,600	12,300	18,109
%	(9.2)	10.7	5.6	3.3	4.1
Coppin State College	22,700	18,900	15,600	12,800	16,790
%	.5	5.1	5.6	7.5	(3.5)
Frostburg State College	23,900	18,600	16,000	13,000	17,722
%	5.8	3.4	8.3	9.2	1.9
Salisbury State College	23,800	18,400	15,100	12,400	17,107
%	5.4	2.3	2.2	4.1	(1.7)
Towson State University	23,600	19,000	15,600	13,100	18,098
%	4.5	5.7	5.6	10	4.0
University of Baltimore	21,500	18,500	14,900	-	17,912
%	(14.0)	2.9	.9		2.9
Morgan State University	24,700	19,200	15,200	11,500	17,462
%	9.3	6.8	2.9	(3.4)	.4
University of Maryland Baltimore County	26,200	18,600	15,200	12,400	17,349
%	16.0	3.4	2.9	4.1	(.3)
University of Maryland Eastern Shore	-	17,500	15,700	12,500	15,139
%		(2.7)	6.3	5.0	(13)
Category IIB					
AAUP Average	19,340	15,490	13,120	10,880	14,790
St. Mary's College	21,400	17,900	14,400	12,100	16,222
%	10.7	15.6	9.8	11.2	9.7

NOTE: Percentages are the percent above or below () the AAUP average salaries for all institutions within each category.

Table V

COMPARISON OF WEIGHTED AVERAGE SALARIES BY RANK AND CATEGORY

MARYLAND PUBLIC UNIVERSITIES AND COLLEGES AND NATIONAL AVERAGES

1977-78

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Category I					
AAUP Average All Institutions	$26,880	$19,810	$16,090	$12,890	$20,620
University of Maryland College Park	27,500	20,200	16,400	12,200	20,698
%	2.3	2.0	1.9	(5.4)	(.1)
University of Maryland At Baltimore	26,800	21,500	17,500	13,500	19,233
%	(.3)	8.5	8.8	4.7	(6.7)
Category IIA					
AAUP Average All Institutions	23,690	18,870	15,550	12,480	18,380
Bowie State College	26,000	20,600	17,800	13,400	19,957
%	9.8	9.2	14.5	7.4	8.6
Coppin State College	25,300	21,200	18,000	13.800	18,533
%	6.8	12.3	15.8	10.6	.8
Frostburg State College	25,000	19,400	16,700	13,700	18,564
%	5.5	2.8	7.4	9.8	1.5
Salisbury State College	26,000	20,000	16,400	13,300	18,716
%	9.8	6.0	5.5	6.6	1.8
Towson State University	25,000	20,700	17,200	14,000	19,698
%	5.5	9.7	10.6	12.2	7.2
University of Baltimore	24,700	20,700	16,600	14,000	19,602
%	4.3	9.7	6.8	12.2	6.6
Morgan State University	25,200	19,700	15,900	12,600	18,602
%	6.4	4.4	2.3	1.0	1.2
University of Maryland Baltimore County	27,600	19,600	16,300	12,900	19,298
%	16.5	3.9	4.8	3.4	5.0
University of Maryland Eastern Shore	-	18,800	15,800	13,400	15,838
%	-	(.4)	1.6	7.4	(13.8)
Category IIB					
AAUP Average	20,400	18,390	13,790	11,400	15,610
St. Mary's College	23,100	19,600	15,700	12,200	17,508
%	13.2	19.6	13.9	7.0	12.2

NOTE: Percentages are the percent above or below () the AAUP average salaries for all institutions within each category.

Table VI

COMPARISON OF WEIGHTED AVERAGE SALARIES BY RANK AND CATEGORY

MARYLAND PUBLIC UNIVERSITIES AND COLLEGES AND NATIONAL AVERAGES

1978-79

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Category I					
AAUP Average All Institutions	$28,710	$21,110	$17,110	$13,620	$22,250
University of Maryland College Park	28,700	21,100	17,000	12,800	21,397
%	0	0	(.6)	(6.0)	(3.8)
University of Maryland At Baltimore	28,400	22,900	17,900	14,200	20,273
%	(1.0)	8.5	4.6	4.3	(8.9)
Category IIA					
AAUP Average All Institutions	24,570	19,730	16,280	13,180	19,320
Bowie State College	26,700	21,900	18,100	14,200	21,376
%	8.7	11	11.2	7.7	10.6
Coppin State College	26,300	21,800	18,200	14,500	20,077
%	7.0	10.5	11.8	10.0	3.9
Frostburg State College	25,800	20,200	17,000	14,100	19,212
%	5.0	2.4	4.4	7.0	(.6)
Salisbury State College	27,500	21,300	17,600	13,900	19,463
%	11.9	8.0	8.1	5.5	.7
Towson State University	26,500	22,100	18,600	14,600	20,903
%	7.9	12.0	14.3	10.8	8.2
University of Baltimore	27,100	21,800	17,300	-	21,050
%	10.3	10.5	6.3	-	9.0
Morgan State University	26,600	20,500	17,200	13,500	19,715
%	8.3	3.9	5.7	2.4	2.0
University of Maryland Baltimore County	29,100	20,600	17,000	13,100	20,174
%	18.4	4.4	4.4	(.6)	4.4
University of Maryland Eastern Shore	-	20,400	17,200	-	17,874
%	-	3.4	5.7	-	(7.5)
Category IIB					
AAUP Average	21,570	17,250	14,490	11,990	16,560
St. Mary's College	23,900	20,600	16,200	13,000	18,005
%	10.8	19.4	11.8	8.4	8.7

NOTE: Percentages are the percent above or below () the AAUP average salaries for all institutions within each category.

Table VII

COMPARISON OF WEIGHTED AVERAGE SALARIES BY RANK AND CATEGORY

MARYLAND PUBLIC UNIVERSITIES AND COLLEGES AND NATIONAL AVERAGES

1979-80

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Category I					
AAUP Average All Institutions	$30,680	$22,500	$18,180	$14,250	$23,770
University of Maryland College Park	30,500	22,500	18,100	13,800	22,781
%	(.6)	0	(.4)	(3.2)	(4.2)
University of Maryland At Baltimore	30,800	25,400	19,600	15,400	22,207
%	.4	12.9	7.8	8.1	(10.7)
Category IIA					
AAUP Average All Institutions	26,610	21,180	17,420	14,030	20,870
Bowie State College	29,100	24,300	18,600	15,300	22,437
%	9.4	14.7	6.8	9.1	7.5
Coppin State College	27,300	22,400	18,900	14,500	20,239
%	2.6	5.8	8.5	3.3	(3.0)
Frostburg State College	27,700	22,200	18,700	15,100	20,888
%	4.1	4.8	7.3	7.6	.1
Salisbury State College	29,600	23,300	19,000	15,000	21,136
%	11.2	10.0	9.1	6.9	1.3
Towson State University	28,800	24,200	20,500	15,700	22,886
%	8.2	14.3	17.7	11.9	9.7
University of Baltimore	30,000	23,400	18,800	-	22,654
%	12.7	10.5	7.9	-	8.5
Morgan State University	28,200	22,100	18,200	14,600	21,238
%	6.0	4.3	4.5	4.1	2.2
University of Maryland Baltimore County	32,000	22,400	18,300	14,100	21,932
%	20.3	5.8	5.1	.5	5.1
University of Maryland Eastern Shore	-	22,800	19,200	16,800	19,325
%	-	7.6	10.2	19.7	(7.4)
Category IIB					
AAUP Average	22,780	18,380	15,420	12,760	17,360
St. Mary's College	25,900	22,700	17,600	14,200	19,605
%	13.7	23.5	14.1	11.3	11.2

NOTE: Percentages are the percent above or below () the AAUP average salaries for all institutions within each category.

Table VIII
COMPARISON OF WEIGHTED AVERAGE SALARIES BY RANK AND CATEGORY
MARYLAND PUBLIC UNIVERSITIES AND COLLEGES AND NATIONAL AVERAGES

1980-81

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
Category I					
AAUP Average All Institutions	$33,450	$24,560	$19,850	$15,630	$26,060
University of Maryland College Park	34,500	25,200	20,100	14,600	25,200
%	3.1	2.6	1.3	(6.6)	(3.3)
University of Maryland At Baltimore	36,600	28,900	22,000	16,700	25,200
%	9.4	17.8	10.8	6.8	(3.3)
Category IIA					
AAUP Average All Institutions	29,000	23,000	18,930	15,190	22,850
Bowie State College	31,900	26,500	21,300	16,900	25,200
%	10	15.2	12.5	11.3	10.3
Coppin State College	29,600	24,900	20,200	15,100	21,900
%	2.1	8.3	6.7	(.6)	(9.4)
Frostburg State College	29,700	24,400	20,200	16,300	22,600
%	2.4	6.1	6.7	7.3	(5.3)
Salisbury State College	32,100	25,400	20,900	16,300	22,900
%	10.7	10.4	10.4	7.3	.2
Towson State University	31,600	26,700	22,200	17,000	24,600
%	9.0	16.1	17.3	11.9	7.7
University of Baltimore	33,400	26,900	22,300	-	26,500
%	15.2	17	17.8		16.0
Morgan State University	29,900	23,600	20,200	16,000	23,800
%	3.1	2.6	6.7	5.3	4.2
University of Maryland Baltimore County	35,400	24,800	19,700	14,700	24,300
%	2.2	7.8	4.1	(3.2)	6.3
University of Maryland Eastern Shore	25,200	23,400	20,600	19,000	20,700
%	(13.1)	1.7	8.8	25.1	(9.4)
Category IIB					
AAUP Average	24,970	20,010	16,750	13,900	19,300
St. Mary's College	29,100	24,700	18,300	15,200	21,000
%	16.5	23.4	9.3	9.4	8.8

NOTE: Percentages are the percent above or below () the AAUP average salaries for all institutions within each category.